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ABSTRACT

This publication presents the data from a survey of salaries of Chief Student Affairs Officers at colleges and universities nation-wide in 17 tables and 11 figures. Of the 1,090 questionnaires mailed, 544 (49.9 percent) were returned. The data are presented in this report in descriptive form with minimal interpretive narrative. Tables and figures offering salary information show mean salaries, and how salaries differ by educational level, by region, and by institutional enrollment. Further tables show salary differences by institutional source of support (public or private), by ethnic background of the officer, by gender, and by years in position. (JB)

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NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS

DIVISION OF RESEARCH & PROGRAM DEVELOPMENT

Randy E. Hyman, Director

NASPA SALARY SURVEY RESULTS 1991-92

Chief Student Affairs Officers' Salary Data

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NASPA SALARY SURVEY RESULTS
1991-92

PREFACE

The NASPA Research and Program Development Committee, as a part of its continuing commitment to serve the chief student affairs officer, completed the sixth NASPA Salary Survey of member institutions during the 1991-92 academic year. Of the 1,090 questionnaires mailed, 544 (49.9%) were returned with the use of a follow-up reminder. When compared to the 1989-90 NASPA Salary Survey, the 1991-92 NASPA Salary Survey has a few additional categories and variables. One major change was the use of full-time equivalent enrollments in the presentation of the salary analysis as compared to the use of head-count enrollment aggregates in the 1989-90 NASPA Salary Survey. It is the researchers' opinion that full-time equivalent data is more functional and reliable in making comparisons across institutions.

The data presented in this report are in descriptive form with limited interpretive writing. In formulating the comprehensive analysis of Chief Student Affairs Officers' salary data it was decided not to make a comparison of all possible combinations of variables in the data set. This decision was made in an effort to keep the length of the report to a minimum. Also, it was apparent that further analytical breakdowns of the data could jeopardize the confidentiality of the respondents.

The NASPA Division of Research and Program Development would like to extend its sincere appreciation to all who participated in the 1991-92 Salary Survey. We also wish to acknowledge the College of Education, Dr. Daniel Robinson, and Dr. Larry Ebbers at Iowa State University for their support and assistance in the preparation of this report. Any questions regarding the information in this report should be directed to:

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Table 1 contains mean salaries of Chief Student Affairs Officers (CSAO) broken down by education level (Ph..D./Ed.D. and M.A./M.S.) and NASPA region. This information is also displayed in Figure 1. It should be noted that only five of the CSAO's responding to the 1991-92 NASPA Salary Survey indicated having a B.A./B.S. education level. It should also be noted that twelve CSAO's indicated having the "Other" category as their education level. Since the number of respondents to these categories is relatively low, the B.A./B.S. and "Other" education levels have been omitted from Table 1, Figure 1, and many other tables and figures throughout the report.

Table 1.
Mean CSAO Salaries by Education Level and NASPA Region.

NASPA Region	N	Ph.D./Ed.D.	N	M.A./M.S.
Region I	30	$70,363	9	$60,622
Region II	38	$71,797	21	$69,504
Region III	86	$72,809	25	$55,942
Region IV East	72	$74,140	32	$55,355
Region IV West	51	$67,575	31	$52,731
Region V	24	$71,180	8	$54,622
Region VI	10	$84,440	10	$65,330

The mean salary for the Ph.D./Ed.D.'s exceeds the mean salary of M.A./M.S.'s in each of the regions. The smallest difference between educational level mean CSAO salaries ($2,293) occurs in Region II. Region VI has the largest mean CSAO salary differential with Ph.D./Ed.D. degrees earning on an average $19,114 more than their M.S./M.A. colleagues. As a whole, the ratio of Ph.D./Ed.D. respondents to M.A./M.S. respondents is over two-to-one.

Figure 1.
Mean CSAO Salaries by Education Level and NASPA Region.

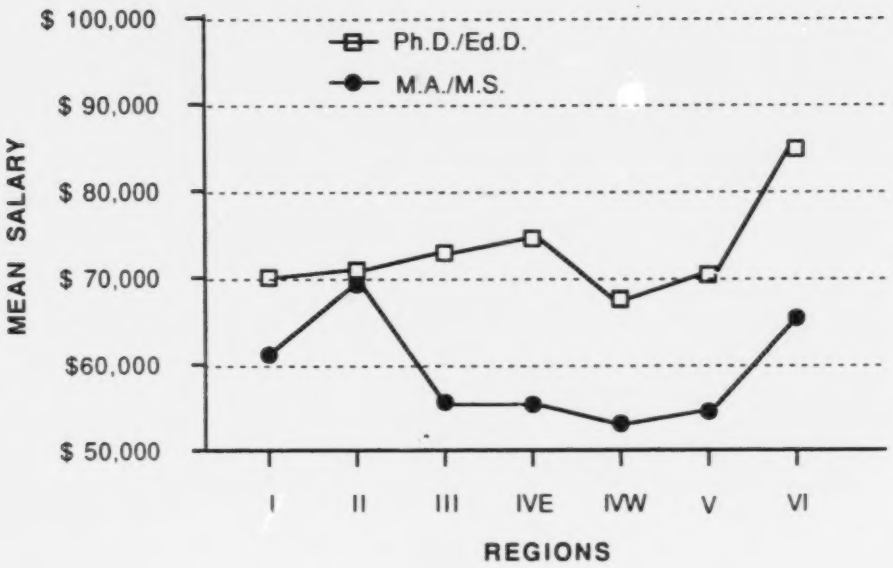
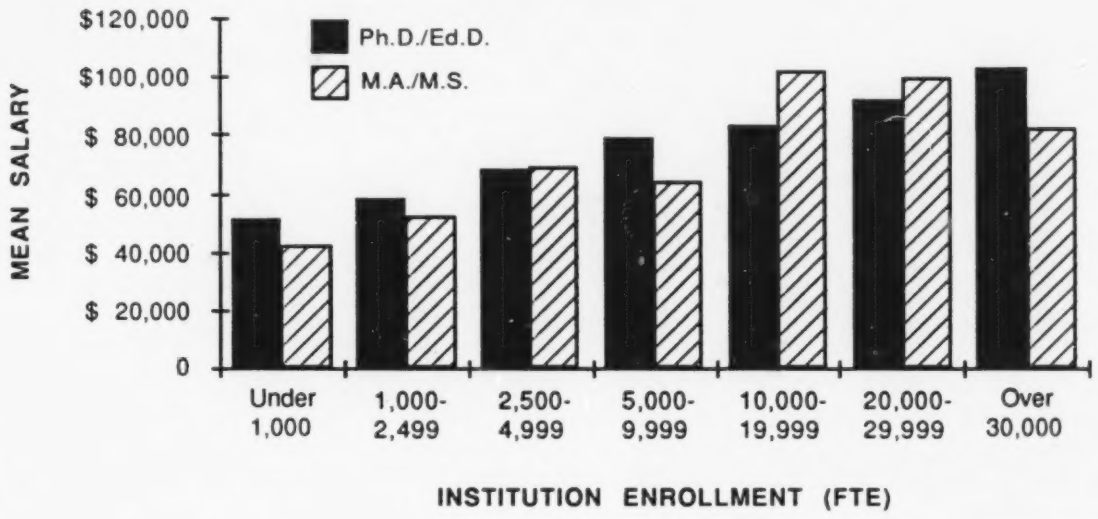


Table 2 presents a breakdown of mean CSAO salaries by educational level and institutional enrollment. This same information is displayed as a bar chart in Figure 2. Ph.D./Ed.D. respondents on an average earn more than M.A./M.S. respondents for all but two (10,000 – 19,999 and 20,000 – 29,999) FTE institution enrollment levels. It should be noted that in both cases the number of respondents having M.S./M.A. degrees was relatively few (N = 10 and N = 2) when compared to the CSAO respondents having Ph.D./Ed.D. degrees (N = 54 and N = 18).

Table 2.
Mean CSAO Salaries by Education Level and Institution Enrollment (FTE).

Institution Enrollment (FTE)	N	Ph.D./Ed.D.	N	M.A./M.S.
Under 1,000	21	$ 51,004	29	$ 42,372
1,000 - 2,499	38	$ 58,182	34	$ 52,557
2,500 - 4,999	48	$ 68,006	20	$ 68,373
5,000 - 9,999	53	$ 78,538	11	$ 63,838
10,000 - 19,999	54	$ 83,170	10	$102,104
20,000 - 29,999	18	$ 92,095	2	$ 99,393
Over 30,000	10	$102,778	1	$ 82,281

Figure 2.
Mean CSAO Salaries by Education Level and Institution Enrollment (FTE).



A comparison of the mean salaries for CSAO's by source of support (publicly funded or privately funded) and educational level is provided in Table 3. On an average Ph.D./Ed.D. respondents from

publicly funded institutions earn $10,407 more than their colleagues from privately funded institutions. At the M.A./M.S. education level, CSAO respondents from publicly funded institutions earn on an average $11,395 more than their colleagues from privately funded institutions. The same relationship holds for the B.A./B.S. education level, with the CSAO's at publicly funded institutions earning $34,941 more than their one colleague at a privately funded school. Although the information in Table 3 indicates B.A./B.S. respondents from publicly funded institutions earn more ($2,740) than publicly funded institutions Ph.D./Ed.D. respondents, only four B.A./B.S. respondents fit the selection criteria compared to 222 qualifying Ph.D./Ed.D. respondents.

Table 3.
Mean CSAO Salaries by Education Level and Source of Support.

Source of Support	N	Ph.D./Ed.D.	N	M.A./M.S.	N	B.A./B.S.
Public	222	$76,201	66	$65,794	4	$78,941
Private	115	$64,925	92	$52,990	1	$44,000

Table 4 provides a comparison of mean CSAO salaries broken down by ethnic background and educational level of respondents. On an average Black Ph.D./Ed.D. respondents earn more than their colleagues from any other ethnic background. However, the number of Caucasian (not of Hispanic origin) CSAO respondents noticeably exceeds the combined number of CSAO's for all ethnic classifications by a ratio of more than six-to-one. The aforementioned indicates that although the so-called minority groups are apparently being paid a competitive wage, the ratio of these individuals holding the title CSAO is considerably low relative to the total CSAO population.

Table 4.
Mean CSAO Salaries by Education Level and Ethnic Background.

Ethnic Background	N	Ph.D./Ed.D.	N	M.A./M.S.
Black	36	$87,087	10	$56,564
Asian	3	$77,002	***	***
Hispanic	5	$77,772	2	$78,900
American Indian	1	$66,504	1	$38,000
Caucasian (Not Hispanic)	293	$70,307	148	$58,375
Other	1	$52,000	***	***

*** No respondents providing all information needed for category.

Figure 3.
Mean CSAO Salaries by Education Level and Ethnic Background.

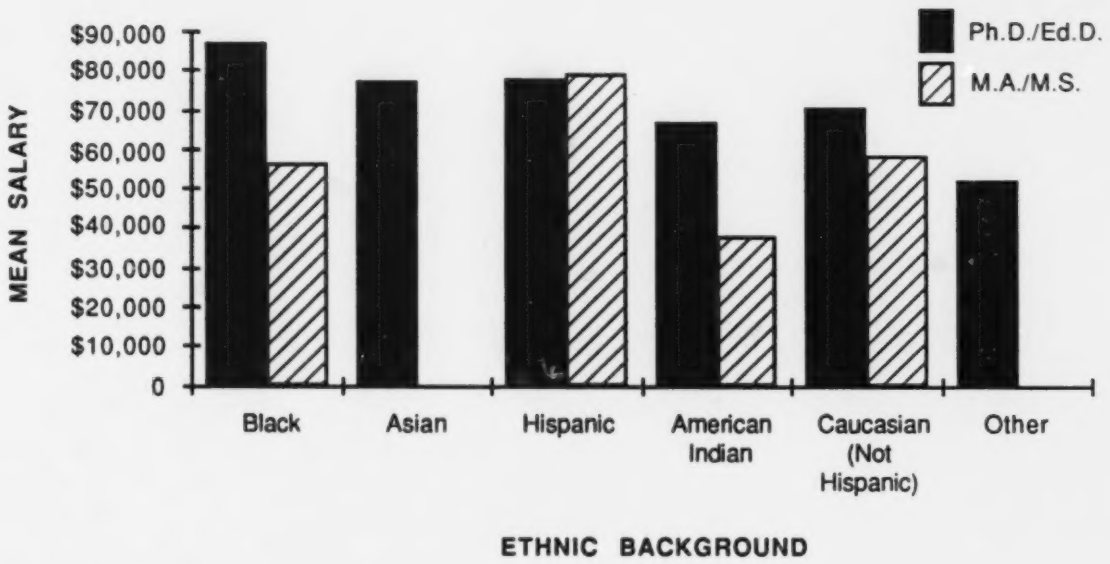


Table 5 and Figure 4 show mean CSAO salaries for male and female respondents by NASPA Regions. The male CSAO's mean salaries exceed the female CSAO's salaries in all regions except

Region V. For all regions the number of male CSAO's exceeds the number of female CSAO's compared with the ratio ranging from notably more than one-to-one (N = 24 to N = 39) for Region II to as large as more than four-to-one (N = 17 to N = 65) for Region IV West.

Table 5.
Mean CSAO Salaries by Gender and Region.

NASPA Region	N	Female	N	Male
Region I	12	$67,007	27	$68,311
Region II	24	$63,978	39	$73,639
Region III	24	$60,094	89	$71,345
Region IV East	29	$65,353	79	$69,181
Region IV West	17	$56,845	65	$63,302
Region V	9	$69,207	24	$66,160
Region VI	5	$60,146	15	$79,798

Figure 4.
Mean CSAO Salaries by Region and Gender.

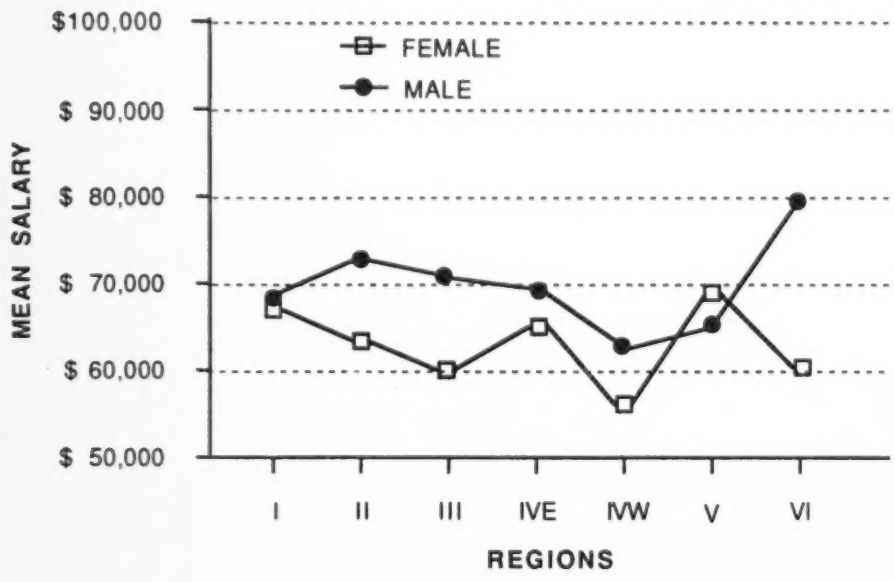


Table 6 and Figure 5 show the mean salaries for CSAO's broken down by gender and FTE institutional enrollment. The male CSAO's mean salaries are greater than those of the female CSAO's mean salaries for all FTE enrollment categories except the $20,000 – $29,999 range. The number of male CSAO's is also greater than the number of female CSAO's for all FTE institutional enrollment classifications.

Table 6.
Mean CSAO Salaries by Gender and Institutional Enrollment (FTE).

Institution Enrollment (FTE)	N	Female	N	Male
Under 1,000	18	$43,603	34	$ 47,441
1,000 - 2,499	20	$52,341	57	$ 56,990
2,500 - 4,999	16	$64,767	55	$ 68,906
5,000 - 9,999	15	$74,012	49	$ 76,623
10,000 - 19,999	14	$80,298	51	$ 87,463
20,000 - 29,999	2	$92,500	19	$ 92,553
Over 30,000	4	$98,035	7	$102,560

Figure 5.
Mean CSAO Salaries by Gender and Institution Enrollment (FTE).

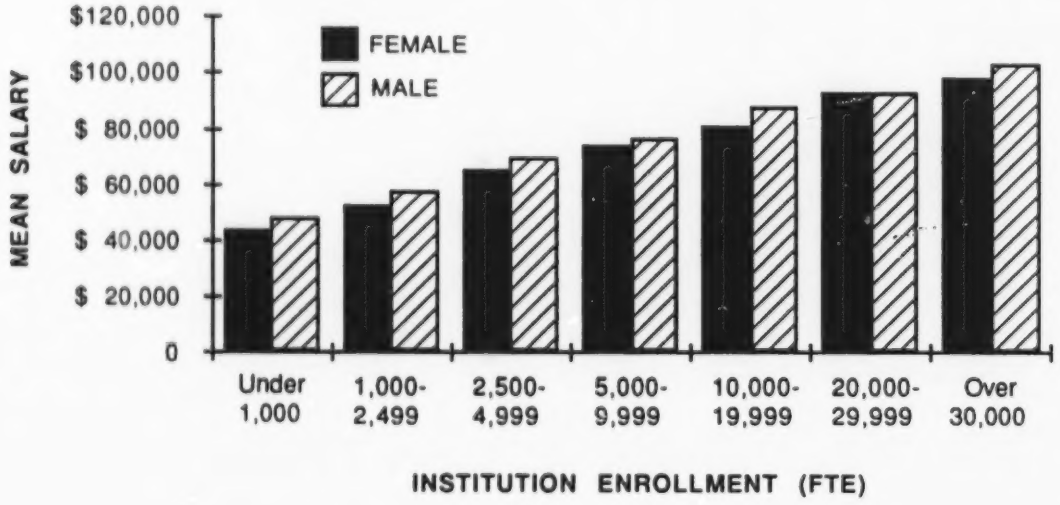


Table 7 and Figure 6 present the mean CSAO salaries by gender and education. At all educational levels male CSAO's earn a higher average wage than do female CSAO's. In comparing the number of respondents by education level, the male Ph.D./Ed.D. CSAO's out number female Ph.D./Ed.D. CSAO respondents by a ratio of more than three-to-one and the M.A./M.S. male CSAO's out number the M.A./M.S. female CSAO's a ratio of more than two-to-one. Noteworthy is the fact that the B.A./B.S. male CSAO's reported the greatest overall mean salary when compared to all CSAO respondents broken down in this manner.

Table 7.
Mean CSAO Salaries by Gender and Education.

Education	N	Female	N	Male
Ph.D./Ed.D.	75	$71,021	263	$72,604
M.A./M.S.	58	$52,635	103	$61,633
B.A./B.S.	2	$57,000	3	$81,920

Figure 6.
Mean CSAO Salaries by Gender and Education.

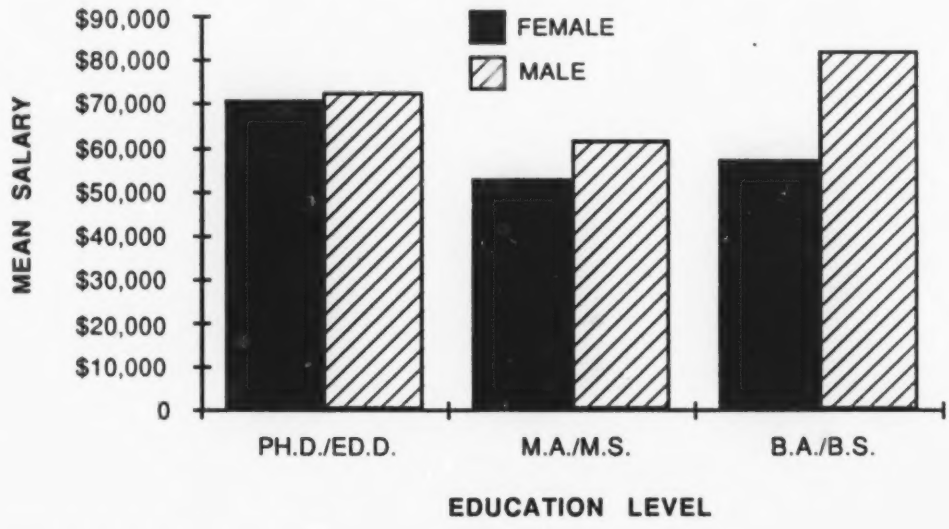
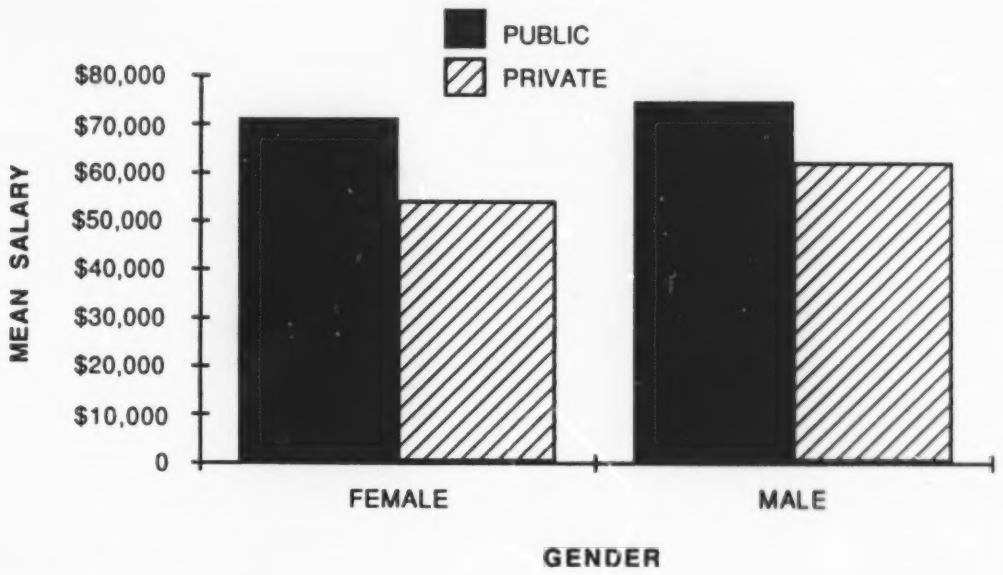


Table 8 and Figure 7 contain the mean salaries of CSAO's broken down by gender and source of support. Chief Student Affairs Officers employed in publicly funded institutions on the average have greater mean salaries when compared to private institutions regardless of their gender. When comparing the number of CSAO's employed at the two types of institutions, the number of male CSAO's is greater than the number of female CSAO's for both publicly and privately funded institutions.

Table 8.
Mean CSAO Salaries by Gender and Source of Support.

Source of Support	N	Female	N	Male
Public	68	$71,171	225	$74,501
Private	68	$54,042	148	$61,839

Figure 7.
Mean CSAO Salaries by Gender and Source of Support.



The female CSAO mean salaries are less than the male CSAO mean salaries for both Blacks and Caucasians (as can be seen in Table 9 and Figure 8). The mean salary of female CSAO's (even though their numbers are small) with Hispanic and Asian origins are greater than males from the same ethnic background. The ratio of male-to-female CSAO's reporting for both of these categories is more than two-to-one.

Table 9.
Mean CSAO Salaries by Gender and Ethnic Background.

Ethnic Background	N	Female	N	Male
Black	13	$72,137	34	$83,323
Asian	1	$93,005	2	$69,000
Hispanic	4	$81,802	3	$73,152
American Indian	***	***	2	$52,252
Caucasian (Not Hispanic)	122	$60,598	334	$68,075

*** No respondents providing all information needed for category.

Figure 8.
Mean CSAO Salaries by Gender and Ethnic Background.

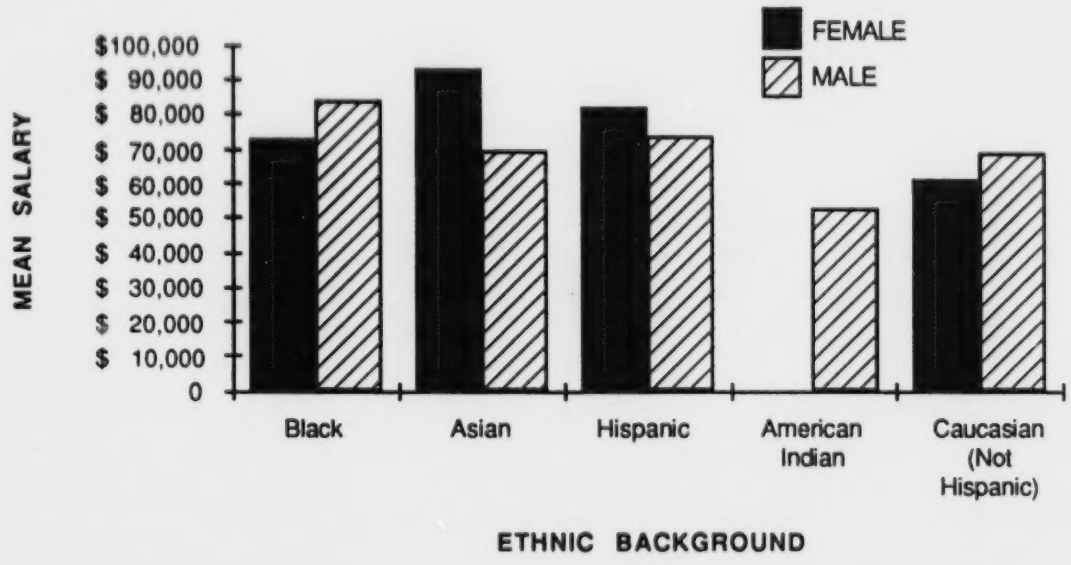


Table 10 and Figure 9 show the mean salaries for CSAO's separated by gender and the number of years the CSAO has been in the position. As can be seen, the mean salaries for male CSAO's are greater than the female CSAO's in all but two categories (the female mean CSAO's salaries are greater for the 6 to 7 years in position and 13 –16 years in position categories). Noteworthy is the fact that the number of male CSAO's progressively exceeds the number of female CSAO's as the number of years in the position increases. This information alone may offer some explanation why disparities exist in mean salaries for male and female CSAO's.

Table 10.
Mean CSAO Salaries by Gender and Years in Position.

Years in Position	N	Female	N	Male
1 year	21	$56,980	35	$62,896
2 years	27	$63,643	36	$64,339
3 years	12	$54,014	33	$70,409
4 years	12	$69,362	43	$71,545
5 years	18	$59,807	21	$68,549
6 – 7 years	20	$66,724	48	$64,907
8 – 9 years	17	$61,949	27	$70,454
10 – 12 years	9	$68,995	47	$75,903
13 – 16 years	1	$78,500	31	$72,099
Over 17 years	2	$69,457	50	$73,438

Figure 9.
Mean CSAO Salaries by Gender and Years in Position.

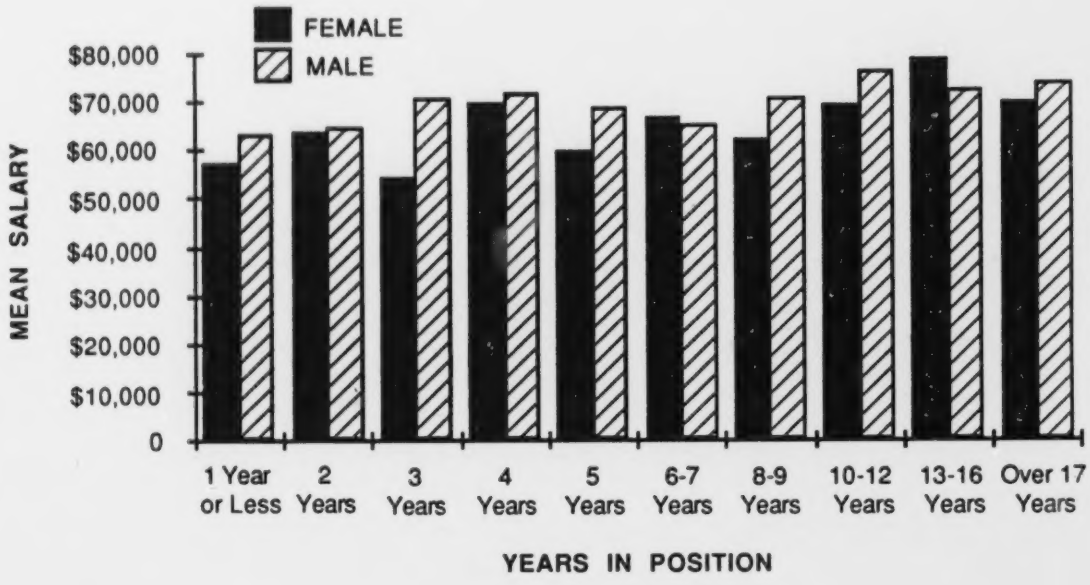


Table 11.
Mean CSAO Salaries by Gender, Education Level and Source of Support.

Source of Support	N	Female	N	Male
Ph.D./Ed.D.				
Public	48	$75,727	172	$76,454
Private	25	$63,685	90	$65,220
M.A./M.S.				
Public	17	$59,831	49	$67,863
Private	39	$48,569	53	$56,243

In addition to separating the CSAO's mean salaries by gender and education level, further analysis is provided by subdividing the groups by the variables Source of Support (Table 11), NASPA Region (Table 12), FTE Institutional Enrollment (Table 13), Ethnic Background (Table 14), and Years in Position (Table 15, Figure 10, and Figure 11). No additional commentary is offered with these tables or figures because

these breakdowns have reduced the number of respondents in each category to such low levels that there would be little integrity in the interpretations.

Table 12.
Mean CSAO Salaries by Gender, Education Level and Region.

NASPA Region	N	Female	N	Male
Ph.D./Ed.D.				
Region I	8	$77,886	21	$68,371
Region II	11	$69,955	27	$72,548
Region III	14	$66,676	71	$73,924
Region IV East	20	$72,261	52	$74,863
Region IV West	5	$72,477	46	$67,042
Region V	8	$69,983	16	$71,778
Region VI	1	$79,000	9	$85,045
M.A./M.S.				
Region I	3	$45,667	6	$68,100
Region II	10	$60,596	11	$77,602
Region III	10	$50,879	15	$59,318
Region IV East	7	$46,773	25	$57,758
Region IV West	12	$50,332	19	$54,247
Region V	1	$63,000	7	$53,425
Region VI	4	$55,433	6	$71,928

Table 13.
Mean CSAO Salaries by Gender, Education Level, and Institution Enrollment (FTE).

Institution Enrollment (FTE)	N	Female	N	Male
Ph.D./Ed.D.				
Under 1,000	5	$ 49,452	16	$ 51,489
1,000 - 2,499	6	$ 60,300	32	$ 57,785
2,500 - 4,999	12	$ 66,747	36	$ 68,426
5,000 - 9,999	12	$ 78,428	41	$ 78,570
10,000 - 19,999	11	$ 80,144	43	$ 83,943
20,000 - 29,999	2	$ 92,500	16	$ 92,045
Over 30,000	3	$103,286	7	$102,560
M.A./M.S.				
Under 1,000	12	$41,217	17	$ 43,187
1,000 - 2,499	13	$49,232	21	$ 54,615
2,500 - 4,999	4	$58,827	16	$ 70,760
5,000 - 9,999	3	$56,350	8	$ 66,646
10,000 - 19,999	2	$84,991	8	$106,382
20,000 - 29,999	***	***	2	$ 99,393
Over 30,000	1	$82,281	***	***

*** No respondents providing all information needed for category.

Table 14.
Mean CSAO Salaries by Gender, Education Level, and Ethnic Background.

Ethnic Background	N	Female	N	Male
Ph.D./Ed.D.				
Black	9	$80,543	27	$89,269
Asian	1	$93,005	2	$69,000
Hispanic	3	$78,575	2	$76,568
American Indian	***	***	1	$66,504
Caucasian (Not Hispanic)	62	$69,918	231	$70,680
M.A./M.S.				
Black	3	$47,633	7	$60,392
Asian	***	***	***	***
Hispanic	1	$91,481	1	$66,319
American Indian	***	***	1	$38,000
Caucasian (Not Hispanic)	54	$52,193	94	$61,927

*** No respondents providing all information needed for category.

Table 15.
Mean CSAO Salaries by Gender, Level of Education, and Years in Position.

Years in Position	N	Female	N	Male
Ph.D./Ed.D.				
1 year	11	$68,667	21	$60,946
2 years	13	$75,282	26	$69,858
3 years	6	$58,794	24	$73,036
4 years	11	$69,068	34	$75,430
5 years	8	$70,486	13	$73,667
6 – 7 years	13	$74,667	30	$70,995
8 – 9 years	7	$69,790	18	$72,283
10 – 12 years	5	$76,445	34	$79,642
13 – 16 years	***	***	27	$71,875
Over 17 years	1	$74,714	34	$74,996
M.A./M.S.				
1 year	8	$43,655	14	$65,821
2 years	13	$51,515	8	$47,425
3 years	6	$49,234	8	$60,456
4 years	***	***	8	$55,801
5 years	9	$52,071	8	$60,233
6 – 7 years	5	$54,163	17	$52,489
8 – 9 years	10	$56,460	9	$66,797
10 – 12 years	4	$59,683	12	$67,886
13 – 16 years	1	$78,500	3	$79,815
Over 17 years	1	$64,200	14	$71,393

*** No respondents providing all information needed for category.

Figure 10.
Mean CSAO Salaries by Gender and Years in Position with Ph.D./Ed.D.

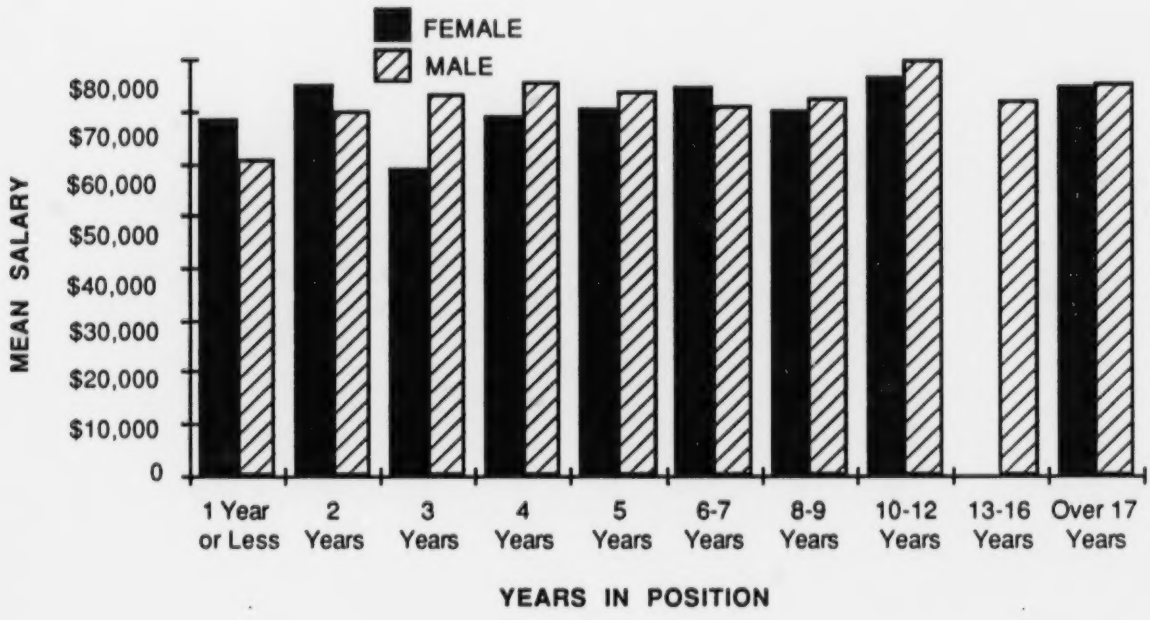


Figure 11.
Mean CSAO Salaries by Gender and Years in Position with M.A./M.S.

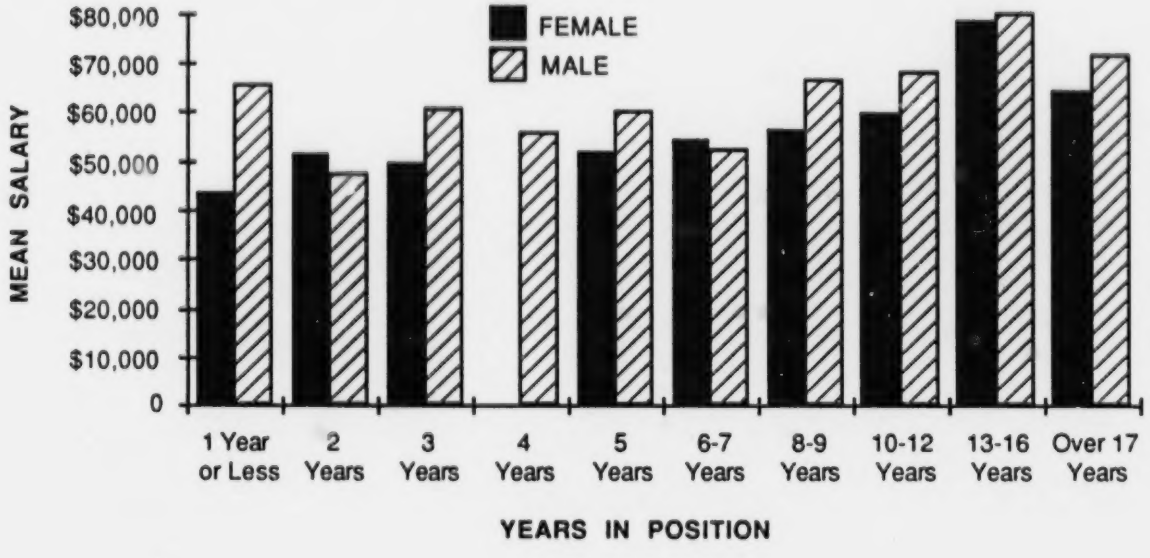


Table 16 presents the CSAO's mean salaries broken down by Ph.D. education level, ethnic background, and the number of years the CSAO has been in this position. Presented in Table 17 are the mean salaries for female CSAO's with Ph.D's split by ethnic background and years in their respective positions. No further discussion will be offered on Tables 16 or 17 because the number of respondents for many categories is drastically low or nonexistent thus making it difficult to present reliable interpretations.

Table 16.
Mean CSAO Salaries by Ph.D. Level of Education, Years in Position, and Ethnic Background.

Years in Position	N	Black	N	Asian	N	Hispanic	N	American Indian	N	Caucasian (Not Hispanic)
1 year or less	3	$77,000	***	***	***	***	***	***	29	$62,214
2 years	9	$87,678	2	$92,503	2	$80,363	***	***	26	$63,852
3 years	2	$93,432	***	***	1	$68,136	***	***	27	$68,542
4 years	5	$91,338	***	***	2	$80,000	***	***	38	$71,255
5 years	2	$71,250	***	***	***	***	***	***	19	$72,582
6 – 7 years	4	$81,002	***	***	***	***	***	***	39	$71,193
8 – 9 years	3	$79,917	***	***	***	***	***	***	22	$70,449
10 – 12 years	6	$98,254	***	***	***	***	***	***	33	$75,773
13 – 16 years	2	$87,850	***	***	***	***	***	***	25	$70,597
Over 17 years	***	***	***	***	***	***	1	$66,504	34	$75,238

*** No respondents providing all information needed for category.

Table 17.
Mean CSAO Salaries for Females with a Ph.D. by Ethnic Background and Years in Position.

Years In Position	N	Black	N	Asian	N	Hispanic	N	American Indian	N	Caucasian (Not Hispanic)
1 year or less	2	$92,500	***	***	***	***	***	***	9	$63,371
2 years	2	$90,800	1	$93,005	2	$80,363	***	***	8	$67,917
3 years	***	***	***	***	***	***	***	***	6	$58,794
4 years	1	$76,125	***	***	1	$75,000	***	***	9	$67,624
5 years	1	$74,500	***	***	***	***	***	***	7	$69,912
6 – 7 years	1	$51,660	***	***	***	***	***	***	12	$76,584
8 – 9 years	1	$90,000	***	***	***	***	***	***	6	$66,422
10 – 12 years	1	$66,000	***	***	***	***	***	***	4	$79,056
13 – 16 years	***	***	***	***	***	***	***	***	***	***
Over 17 years	***	***	***	***	***	***	***	***	1	$74,714

*** No respondents providing all information needed for category.

In conclusion, this ongoing service to chief student affairs officers will continue with additional analytical reports. We would like to remind individuals using this report that the information presented here may vary from other sources. Our information may not concur with other sources because the individuals providing information differ, this cross sectional analysis is only of NASPA member institutions, and the time period and term for which the information is reported is different from source to source. We do hope that the information we provide is useful to you. We would appreciate your continued support.